

Vol 47, Number 5 ~ Woodbridge, VA Branch Newsletter ~ February-March, 2020

Calendar of Events

**Saturday, March 7 Pr. Wm. – Manassas Regional Science & Engineering Fair
Branch Team’s Judging of Grades 6-8 Girls’ Projects**
Report and article in next newsletter; we are awaiting photos of our winners!

INTERNATIONAL WOMEN’S DAY! March 8th

Saturday, March 28 30th Annual “Girls + Math + Science = SUCCESS!” Conference
7:30 am – 12:30 pm Please volunteer to help. 😊

Friday, April 17 – Sunday, April 19 VA AAUW State Conference, Alexandria
See news inside newsletter and Sandy’s 3.8 email.

President’s Message: 2020 – FULL SPEED AHEAD

We put away the holiday decorations and started our New Year resolutions (hopefully you haven’t broken yours yet) when the Woodbridge branch and AAUW were going full speed. Then, the ground hog wasn’t scared by his shadow and we found an early spring.

Joyce Eagles hosted the movie “Beyond Belief”. After the movie, local author **Dr. Lorelei Brush** taught us about the attire worn by women in liberal, conservative, and fundamentalist Muslim families. She also read from her novel, *Uncovering*. Our new member, Kristina, also shared her experience. ~ A really interesting and informative afternoon.

I was one of many AAUW of VA members who participated in the Reception for Women Legislators and State Lobby Day on January 15th. See the article below. Being in the Capital the day both the House and Senate passed the ERA was amazing. There is still much work to do, but being the 38th and final state needed is something for which all of us should be proud.

Our 30th annual SUCCESS! Conference is March 28th- we need “all hands on deck”. If you can assist, please contact Susan. I look forward to seeing many of you that morning.

We need to create a branch basket for the basket raffle at the state conference, April 17-19th. Your board has chosen the theme, “The Best of Our Prince William Region” for ours. Please let **Barbara Blindauer** know what you would like to contribute to our basket. barbblindauer@comcast.net

Yes, as you read through this newsletter, you will see there is a lot coming up, so...FULL SPEED AHEAD!

Sandy Lawrence

sandyaauw@juno.com

Hmm, can you tell I’m a retired Navy Commander? 😊

Public Policy & Advocacy

Local

By now, you may have received Sandy's and Joyce's emails about what is being done to prepare for BOCS Margaret Franklin's support of the Equal Pay Resolution at an upcoming BOCS meeting. If have not and you would like a copy of our proposed resolution (prepared by VA AAUW), please email Sandy. If you are PWC resident and would like to meet with your magisterial district's supervisor, please contact Joyce jeagles2@msn.com. We are hopeful that this year we can get the resolution's support. Keep tuned!



State

Our first AAUW-VA State Lobby Day was on Wednesday, January 15, 2020, in Richmond. A new day, a new month, a new year, a new decade, a new ERA! Virginia's House of Delegates and Senate voted to ratify the ERA, making Virginia the 38th and last state needed to ratify the amendment to the U. S. Constitution. AAUW of Virginia was proudly present. Nearly 40 volunteers from 13 branches gathered in Richmond for our first 2020 State Lobby Day. Little did we know when we scheduled this first Lobby Day of this General Assembly session that our visit would coincide with Virginia's approval of the ERA!

Months of preparations for this year's State Lobby Day included congratulatory letters to all new and returning state legislators, research on legislators' positions and proposed bills, and production of an AAUW-VA trifold pamphlet with key facts about the gender pay gap. The night before Lobby Day, AAUW-VA hosted a reception in honor of Virginia's women legislators. The Greater Richmond Branch provided a bountiful table of hors d'oeuvres for attendees among whom were seasoned, as well as freshmen legislators from both parties, and Lobby Day participants. Earlier that day, AAUW-VA met with Governor Ralph Northam for a substantive conversation on pay equity and his legislative agenda that includes passage of the ERA, raising the minimum wage, sensible gun safety, and support for teachers in pre-school and higher education. We invited the governor to issue a proclamation to the Commonwealth on Equal Pay Day, March 31, 2020, which he accepted. Members then visited the offices of nearly 70 delegates and senators and left folders with AAUW information about the gender pay gap. The pièce de résistance was the opportunity to watch the historic ERA vote in the House and Senate galleries and overflow rooms. It was a joyous occasion!

National ~ January 21, 2020

The American Association of University Women (AAUW) is proud to announce its gender policy agenda, which outlines our priority issues for the 2020 election season. As a non-partisan organization, AAUW does not endorse specific candidates, but throughout our 140-year history, we have been a staunch advocate for policies that improve the lives of girls, women and their families. Here's what AAUW would like to see implemented to advance gender equality in education and the workplace.

Economic Security

1. Ensure Equal Pay for Equal Work. Women working full time still typically make 82 cents on the dollar as compared to men, and women of color experience even wider gaps. Policymakers need to close the stubborn gender and racial pay gaps.

Federal: pass the Paycheck Fairness Act, the Pay Equity for All Act and the Fair Pay Act. Implement regulations to help businesses identify and correct biased pay practices, such as collecting wage data aggregated by sex and race.

State and local: states should identify holes in existing laws and work to fill those gaps. Municipalities should enact salary-history bans and require wage-data collection.

2. Implement Paid Leave and Paid Sick Days. Unlike the majority of developed countries worldwide, the U.S. does not guarantee paid time off for illness, family care or parental leave. Offering such paid time off would improve worker performance, benefiting employees, employers and the economy. Elected officials must adopt policies to give workers paid time off for illness and care giving.

Federal: pass the Family and Medical Insurance Leave (FAMILY) Act and the Healthy Families Act.

State and local: states should establish paid leave programs or insurance laws for illness and care giving. Governors can enact policies providing protections to state workers if the legislature will not act. Municipalities should pass legislation providing protections to municipal workers if the state will not act.

3. Stop Harassment in the Workplace. Instituting robust protections against sexual, racial and other forms of harassment in employment will lead to great economic security for women. Policymakers should prioritize policies that put workers first and

allow everyone to do their jobs without the threat of harassment or retaliation.

Federal: pass the BE HEARD in the Workplace Act, the EMPOWER Act, and the Forced Arbitration Injustice Repeal Act.

State: ban mandatory arbitration and nondisclosure agreements as a condition of employment, expand the workers covered by anti-harassment laws, and codify strong anti-retaliation policies.

4. Raise the Minimum Wage and Eliminate the Tipped Minimum Wage. Women comprise a majority of the low-wage workforce, and Black women and Latinas are significantly over-represented in the low-wage workforce. Elected officials need to raise the minimum wage to an adequate level to keep millions of families from living in poverty.

Federal: pass the Raise Wage Act of 2019.

State: pass legislation to raise the state minimum wage to \$15 per hour and eliminate the tipped minimum wage. Repeal any laws preempting localities from raising the minimum wage above the state level.

5. Close the Retirement Gap. Because of such factors as the gender pay gap and time away from work for care giving responsibilities, women lose out on hundreds of thousands of dollars in earnings, making it difficult for them to accumulate savings. Lawmakers need to address the retirement wage gap by protecting Social Security and strengthening retirement benefits and programs, including pension improvements.

Federal: maintain and strengthen current Social Security benefits, including full cost-of-living adjustments, guaranteed lifetime benefits, a progressive benefit formula, spousal and widow benefits and disability and survivor benefits.

State: require employers to offer a retirement savings plan for workers or create a marketplace to facilitate plan assessments.

6. Protect Pregnant Workers. Pregnant workers are sometimes pushed out of their jobs unnecessarily, but simple reasonable accommodations could help protect their health and ensure that they could continue working to support their families. Lawmakers should support pregnant workers by ensuring that they do not have to choose between their own health or the job and income they need.

Federal: pass the Pregnant Workers Fairness Act.

State: establish protections for pregnant works so that they can access reasonable accommodations.

Education

1. Defend and Strengthen Title IX. Since the passage of Title IX of the Education Amendments of 1972, schools have made significant strides in providing equal access to education. But barriers still exist, particularly for women and underrepresented populations. Elected officials must bolster the protections afforded by Title IX and faithfully implement and enforce this vital law.

Federal: pass the Hold Accountable and Lend Transparency on Campus Sexual Violence Act, the Patsy T. Mink and Louise M. Slaughter Gender Equity in Education Act (GEEA), the Tyler Clementi Higher Education Anti-Harassment Act, and advocate against regulatory action seeking to weaken Title IX protections and enforcement.

State: enact laws that align with the statutory provisions and intent of Title IX, making it clear and easy for schools to support students in accessing their education.

2. Reduce Student Debt. Women hold two-thirds of the nation's \$1.46 trillion educational debt. Policymakers should protect grant programs, champion tuition- and debt-free options and expand loan forgiveness programs.

Federal: protect and expand the Pell Grant Program, make loan repayment and forgiveness programs more accessible to borrowers and address the costs students face beyond tuition by supporting programs like the Child Care Access Means Parents in School (CCAMPIS) program.

State: enact loan repayment and forgiveness programs, increase need-based grant aid, and create "promise" programs that cover tuition and non-tuition expenses so the neediest students can succeed.

3. Expand Opportunities for Women and Girls in STEM. Careers in science, technology, engineering and math (STEM) are rapidly growing, but bias and discrimination inhibit women and girls from pursuing these fields. Lawmakers should help battle implicit and explicit bias by promoting programs that increase women's participation and advancement in STEM education and careers.

Federal: pass the STEM Opportunities Act.

State: establish grants and programs that encourage women and minorities to pursue STEM education and training.

Foundational Rights

1. Expand and Protect the Right to Vote. Voting discrimination is a threat to the very foundation of our democracy. Ensuring the right to vote is a prerequisite to establishing all the other policies AAUW advocates. Elected officials must protect and expand voting rights.

Federal: pass the Voting Rights Amendment Act.

State: establish automatic voter registration, promote early and online voting, institute voting modernization measures, support criminal re-enfranchisement and end partisan gerrymandering by creating nonpartisan redistricting procedures.

2. Ensure Access to High-Quality Healthcare. It is critical to women's economic security to have access to high-quality, affordable healthcare, including reproductive health care and family planning, and to have the control over such decisions. Policymakers must ensure all people have equal access to such care.

Federal: pass the Women's Health Protection Act and protect the Affordable Care Act.

State: expand access to health care, specifically reproductive health care, and states that have enacted harmful policies must roll them back.

3. Ratify the Equal Rights Amendment. The Equal Rights Amendment (ERA) would guarantee constitutional equality between men and women — a concept the majority of Americans agree is necessary and that most people believe is already codified. Lawmakers should ratify the ERA to ensure that advances we have made in women's equality are not changed or revoked.

Federal: pass the joint resolution removing the deadline for ratification of the ERA or support the language of the ERA as a new amendment. **State: ratify the ERA!** We have the former on 1.15 and did the latter many years ago.

Sandy Lawrence, Public Policy Chair

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{With input from AAUW, members, and other news outlets}

Events of Significance for Our Members & Friends

Human Trafficking Symposium 1.29.2020

Mary Ellen Smith, human trafficking prevention specialist for Prince William County Schools, presented an update on efforts to combat human trafficking, specifically of our youth, at a symposium held on January 29 at the McCoart Administration Building. She presented at one of our AAUW meetings two years ago. PWCS continues to be a national leader in school-based trafficking prevention. Mary Ellen shared the good news that last year the school board included her position in its budget so it is no longer dependent on grants.

PWCS anti-human trafficking efforts include a 90-minute prevention lesson provided to ninth graders that was first presented in 2013-14 in six high schools and to eighth graders in one middle school. In 2016-17 the lesson was expanded to all high schools. Last year the prevention lesson reached 6,300 students. Since 2013-14, 784 students have come forward to speak with counselors after the lesson.

In 2016-17, VDOE added human trafficking to the Family Life Education SOLs, and in 2017-18, the state approved a bill (HB 2282) mandating the training of all school counselors, nurses, and other relevant school staff. This important program is sustained in PWCS through partnerships developed between schools, law enforcement, social services, and other agencies that can provide mental health and physical health supports, according to information provided at the symposium.

Also at the symposium, Angella Alvernaz, state trafficking response coordinator in the Virginia Department of Criminal Justice Services, reviewed current activities on human trafficking and planning. Local and federal elected officials attended or sent representatives to the symposium. The Greater Prince William Human Trafficking Task Force and Greater Prince William Sexual and Domestic Violence Prevention Council cosponsored the event. *{Submitted by Irene, she and Susan attended}*

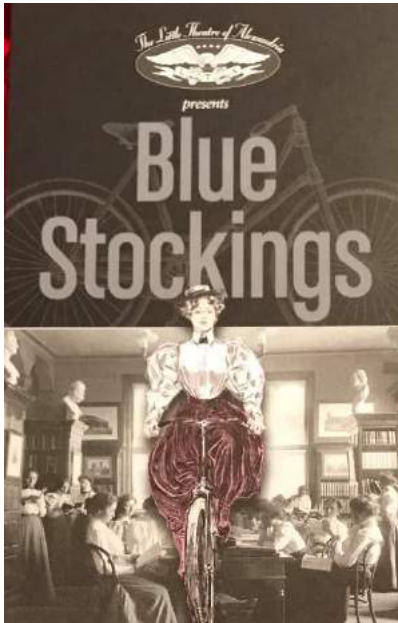
The National Archives has an exhibit for the 100th anniversary of women's suffrage. Check out the information at this link, provided by our member, Irene:

<https://www.archives.gov/press/press-kits/rightfully-hers>



A Thousand Splendid Suns- @ Arena Stage in DC: Irene, Lorie Brush (our January speaker), and Susan attended on 2.23.2020. Lorie's review for us: I was particularly touched by the powerful presentation of *A Thousand Splendid Suns*, now playing at Arena Stage's Kreeger Theater. We hear about the treatment of women under the Taliban; many of us read about it in newspapers or books, but to see it happening on stage through a powerful script and excellent acting brings the story into our lives and hearts. We feel the lack of power of women and watch a man, their husband, turn from empathetic to power-hungry, expecting his wives to meet his every whim. He demands sex when his wife has just had a baby, and in her doctor's (and her own) opinion, is not ready. He gives food to his son and starves his daughter. Yet in the midst of this despotism, we also see the strength of female bonds. The two wives support each other in small and large ways, making a family with their children and protecting that family as they can. The strength of the performance was particularly exemplified, I thought, by the fact that the audience booed, drew audible breaths, and cried "no" when it was clear something awful was about to happen to the women. *{It is based on the 2007 novel by Afghan-American author, Khaled Hosseini. He also wrote the 2003 Kite Runner.}*

From Lorie Brush, our January speaker, loriebrush@aol.com I'm starting an email newsletter (to come out every two months) about the novels I'm writing. You've heard about the first one, *Uncovering*, which came out last summer, featuring a nurse practitioner in Pakistan who confronts traditional beliefs and active hostility to modern medicine. The second one will be out in October. It's set in 1950's Cleveland where an ex-OSS agent discovers a Nazi hiding in plain sight. If you join the list of recipients, you'll receive a series of three emails about "How to Use Fiction to Resolve Conundrums in Your Life." Just let me know the best email address for you!



The Little Theatre of Alexandria
presents
Blue Stockings

written by **Jessica Swale**
produced by **Lloyd Bittinger**
and **Margaret Chapman**
directed by **Marzanne Claiborne**

What does it take to accomplish social change? This historical drama, which premiered at Shakespeare's Globe Theatre in London in 2013, follows the story of four women fighting for an education, set against the backdrop of the women's suffrage movement. Set in 1896 at Cambridge University – the first college in Britain to admit women. But things still aren't equal. The men graduate with degrees and prospects, but the women leave with nothing but the stigma of being a "blue stocking" – a derogatory term for an educated woman. Follow the men and women of Cambridge University as they shatter prevailing traditions. Conflicts abound as generations, social classes, and genders clash.

APR. 25 – MAY 16, 2020
— BOX OFFICE —
703-683-0496
www.thelittletheatre.com

Johnston (Frances Benjamin) collection, Prints & Photographs Division,
Library of Congress, LC-USZ62-100288

Our alumna member, Ali, shared this. Her daughter, Tegan, will be playing the role of one of characters, Carolyn. Let me know if you would like to carpool to attend. *{This is the theater where Irene, Susan, and many members of AAUW's northern district attended a fund-raiser for the "Turning Point Suffragist Memorial".}*

[Susan Bardenhagen](mailto:smbaauw@gmail.com)

smbaauw@gmail.com

Signature Theater Presents Claudette Claudel

Turn-of-the-century French sculptor Camille Claudel was a groundbreaking artist and a revolutionary free-thinker – but her entire life was determined by the men around her, from her passionate and tumultuous love affair with Auguste Rodin to her unsupportive brother to the gender-based censorship of her work. However, by combining her artistic genius with a fierce independence, she defied society's limitations to create captivating masterpieces that pushed the art world to new heights.

The MAX Theatre transforms into famed sculptor Rodin's studio to bring their creative and lovers' duel to life in a stunning and gorgeous new musical of an irrepressible visionary who broke the mold (metaphorically and literally). The two main character actors have been leads on Broadway in *Phantom* and *Wicked*. Dates are March 24 to April 19. Meanwhile, the cast is studying a sculptor and his studio in Maryland to better prepare their roles. Let Susan know if you are interested- Tuesday, April 7th looks good with a post-performance discussion planned.



30th Annual “SUCCESS!” STEAM Careers Conference – March 28th

On Saturday, March 28th, the 30th “Girls + Math + Science = SUCCESS!” STEAM Careers Conference will be held at Marsteller Middle School in Bristow. In celebration of the 100th anniversary of women’s suffrage, this year’s women’s style shirts will be purple with the front text in gold and the sponsors’ logos in white on the back - like the suffragists’ colors. We are inviting our alumni presenters, representatives of our longtime sponsors and organizations, and welcoming students in grades 5-12 and the adults (parents & teachers) in their lives to participate.

Delta Sigma Theta Sorority, Prince William Alumnae Chapter will be coordinating their mentoring program and academy to coincide with the program and volunteering at the conference. Micron, Lockheed Martin, NOVEC, ProChain Solutions/Washington Spirit, and NOVA SySTEMic will continue as major corporate/t-shirt sponsors. I have been in touch with two additional major sponsors. VA AAUW approved our grant request for support of printing of materials and shipping of the AAUW publications. ☺

Please consider assisting at the conference with registration and t-shirt distribution, presenting your STEAM career and/or securing presenters, helping us get in-kind donations for the attendees’ packets, and providing contacts for sponsors. The Marsteller National Junior Honor Society will be assisting with preparing the packets and displays for service hours and also helping presenters.

Susan Bardenhagen

successSTEAMconference@gmail.com

Looking Forward to Spring Luncheon was SPRING!!



On Saturday, February 8th, seven of our members shared good food and a lively conversation at Madigan’s in Occoquan. Unlike so many of this annual luncheon’s dates, it was literally spring-like – warm and so sunny that there were huge crowds for the Chocolate Walk. Five members didn’t make it to the restaurant because of lack of parking. One of our newest members was able to finally find a space and joined us after our server took this



photo. Chalet Jean-Bastiste is a professor at the Manassas campus of NOVA. Susan B. met her at a Barnes & Noble local author event, she decided to join us and already knows Marlo, too! She will be presenting at SUCCESS!

VA AAUW State Conference, April 17-19 in Alexandria

Mark your calendars for the 2020 AAUW of Virginia State Conference at the Holiday Inn Hotel & Suites Alexandria-Old Town, April 17-19, where we will begin our celebration of 100 years of women’s suffrage in the United States. A number of events are being planned that will allow us all to ponder and again celebrate what the courageous women of a century ago accomplished for women for decades to come. However, we will not lose sight of the totality of women’s suffrage history, i.e., that it took nearly half a century after the Constitution was amended before women of color could cast their ballots. Our celebration will also

recognize the 55th anniversary of the groundbreaking Voting Rights Act of 1965, which prohibited racial discrimination in voting. We encourage all of you who plan to attend to consider using this opportunity and location for a short vacation. The hotel will be honoring our special rate two days before and two days after the conference. Hopefully, the cherry blossoms will be in bloom!

We also ended the last decade and started this new decade with a new wave of women legislators, both statewide and in federal offices. We now have three women members of Congress from Virginia, 30 women in the state House of Delegates, and 11 women in the State Senate. The speaker of the Virginia House is now a woman, and so is the president pro tempore of the Virginia Senate. ***{If you didn't receive the email from the state program chair and "our" branch president about the conference yesterday, please let Sandy know. The early registration rate runs through March 20th. }***

STEM & STEAM from Susan & Susan

This year marks the 6th bi-annual of the USA Science & Engineering Festival in DC. The first one was 10.10.10 at held at the University of Maryland. Both Susans have attended workshops for teachers. Here is a link to a resource the conference's site sent us about the underrepresentation of women in STEM.

https://issuu.com/innovationandtech/docs/fall_19_stemtoday_final?utm_source=newsletter&utm_medium=email&utm_content=Read%2520Magazine&utm_campaign=Newsletter%2520Emma



March 19, 2020, 8:30 AM - 4:45 PM

**National Academy of Sciences, Kavli Auditorium
2101 Constitution Avenue NW, Washington, DC 20418**

This symposium will share the key messages and findings of a soon-to-be released National Academies report focused on addressing the underrepresentation of women in science, engineering, and medicine, which was made possible by the sponsorship of the National Institutes of Health, the National Science Foundation, and L'Oréal USA. Among the key issues the report addresses are:

- How women's participation and leadership varies across scientific, engineering, and medical disciplines
- How the intersection of race and gender affects women of color in science, engineering, and medicine
- Which interventions can produce sustained improvements in the representation and leadership of women in science, engineering, and medicine
- Why effective interventions haven't been scaled up or adopted at more institutions

The day's event will feature presentations of the latest research and in-depth discussion with experts and leaders on the state of knowledge on the range of issues addressed in the National Academies study.

Link to Register: https://www.eventbrite.com/e/symposium-on-addressing-the-underrepresentation-of-women-in-stemm-registration-93002826959?utm_source=CWSEM&utm_campaign=9c2af59a7c-EMAIL_CAMPAIGN_2020_02_05_03_58&utm_medium=email&utm_term=0_9f27a045ed-9c2af59a7c-129159577

Become an Olympic Skateboarder or MIT Architect? Alexis Sablone Chose Both ~ The seven-time X Games medalist has a master's degree in architecture, designed a public sculpture in Sweden, and has her sights on the Tokyo Olympics Andrea Marks 3.5.2020 smithsonian.com

Skateboarding outside the Brooklyn townhouse she shares with five roommates, Alexis Sablone soars through a shaft of January light with her hoodie pulled over a beanie, her five-foot-four frame swimming in baggy jeans. A seven-time X Games medalist, her movement is effortless. Yet Sablone, 33, is more than just one of the world's best women's street skaters. She has a master's degree in architecture from MIT. She designed a skateable public sculpture in Sweden, and is in talks for similar projects in the U.S. In a studio, she builds large-scale sculptures with found materials; at home, she designs decks as art director for WKND Skateboards and is working on a graphic novel about nuclear waste. These days, it's skateboarding that takes up most of her time. Sablone is close to qualifying for the Tokyo Olympics, where the sport is making its premiere in August. While she's currently ranked second in U.S. women's street skating. "It's funny, because skateboarding always represented freedom," she says. "School was structure. And right now skateboarding is so structured."



AAUW'S ART CONTEST!

We hear a lot about the gender gap — in salary, in leadership roles, and in math and science fields. But one of the most long-standing discrepancies is in the art world. For centuries, women artists were not encouraged or even recognized. The few who broke through were often discredited simply because they were not men. Times have changed, but inequality persists: Only 30% of artists represented by commercial galleries are women, and women working in arts professions are paid almost \$20,000 less per year than men. This is what motivates AAUW to host an annual art contest. Our goal is to give women artists the attention they deserve. While all entries are accepted, we hope you will consider works that might speak to AAUW's mission of advancing gender equity. The winning entries will be featured in a collection of note-cards mailed to AAUW members in the spring. Check out the 2020 submissions: https://art.aauw.org/contests/art_contest/

DIVERSITY & INCLUSION

Ava DuVernay screening of 13th with live music by Jason Moran and Eric Harland

Monday, March 9 | 8–10:30 p.m.; The John F. Kennedy Center for the Performing Arts

The Kennedy Center's *DIRECT CURRENT* kicks off with a special screening of *13th*, the documentary that scored Emmy®, BAFTA, and Peabody Award-winning director/writer/producer **Ava DuVernay** her second Oscar® nomination. Named for the 13th Amendment—which abolished slavery but permitted involuntary servitude as punishment for a crime—*13th* is an in depth investigation of the U.S. prison system's role in our national history of racial injustice. This screening is presented in collaboration with the One Woman, One Vote 2020 Festival, a citywide celebration featuring films, concerts, and exhibitions to mark the centennial of the 19th amendment. Kennedy Center Artistic Director for Jazz **Jason Moran** and four-time Grammy®-nominated drummer **Eric Harland** perform the score, the first live score performance of Moran's score to accompany the film. In cooperation with the National Museum of Women in the Arts, and One Woman, One Vote 2020 Festival, a post-show discussion with **Ava DuVernay** will follow the performance.

<https://nmwa.org/events/ava-duvernay-screening-13th-live-music-jason-moran>



RICHMOND—Governor Ralph Northam announced that his administration will host five community forums in March where Virginians can provide input on Virginia’s first-ever “Strategic Plan for Diversity and Inclusive Excellence.” In September, Governor Northam announced the country’s first cabinet-level diversity officer. The Chief Diversity Officer is charged with developing a sustainable framework to promote inclusive practices across Virginia state government, implementing a strategic plan to address systemic inequities in state government practices, and turning feedback from state employees, external stakeholders, and community leaders into concrete equity policy. “It’s clear we must do more to make state government more inclusive and address historical inequities in areas like education, healthcare, and access to business opportunities,” said Governor Northam. “I encourage community leaders and stakeholders to be part of these important conversations as we work to build a stronger and more equitable Virginia for all who live, work, and visit our Commonwealth.”

“Virginia can lead the nation in building an intentionally diverse, inclusive, and equitable state government,” said Dr. Janice Underwood, Chief Diversity Officer. “I look forward to having discussions with communities across our Commonwealth, and I welcome everyone to participate.” Dr. Underwood will lead the forums and present a draft template of the plan intended to advance visible diversity, equity, and inclusion for state government agencies. The forums will also offer ways that other sectors can participate, including non-profit organizations, local municipalities, businesses, and K-12 school districts.

Participants will engage with the volunteer executive steering committee that is drafting the plan. Suggestions and feedback will help inform the development of an actionable and measurable framework that will foster collective and tangible change and guide Virginia’s effort to address statewide inequities. All five community forums will take place from 6:00 PM to 8:30 PM on these dates:

Monday, March 9

Charlottesville High School, Media Center, 1400 Melbourne Road, Charlottesville, Virginia 22901

Wednesday, March 18

Harrisonburg City Hall, 409 South Main Street, Harrisonburg, Virginia 22801

Wednesday, March 25

James Lee Community Center, 2855 Annandale Road, Falls Church, Virginia 22042

Monday, March 30

Bristol Virginia Public Schools, School Board Office, 220 Lee Street, Bristol, Virginia 24201

Those interested in attending one of the upcoming community forums may register [here](#).

82% of women executives participated in sports at one time in their lives beyond elementary school. {from 1.24.2020 “National Coalition of Girls’ Schools (dedicated to educating & empowering girls)” February 5 is [National Girls & Women in Sports Day](#). To help our schools participate in celebrating the importance of equal opportunity for all girls and women in sports, NCGS has developed and curated the following resources related to supporting and inspiring scholar-athletes:

Miss America 2020 Joins National Science Teaching Association in Boston!

Exciting news! We are thrilled to announce that Miss America 2020, Camille Schrier, will share her passion for science education during a special evening [pre-conference event](#) at the NSTA 2020 Boston National Conference on Wednesday, **April 1**. Camille was crowned Miss America 2020 last December after demonstrating the decomposition of hydrogen peroxide in the talent competition. She holds two science degrees and is pursuing her Doctor of Pharmacy.

We reported that Camille is a Virginia chemist in the last newsletter!

Original 'Rosie the Riveter' Was a 'Society Doll' - Philanthropist Rosalind Walter dead at 95, By Arden Dier, Newser Staff ~ Posted Mar 5, 2020

As the US entered World War II, Rosalind Walter (nee Palmer) was enjoying a comfortable life as "a dark-tressed society doll," the *Washington Post* quotes a decades-old article on her as saying. The Long Island resident signed up to build Corsair fighter planes nonetheless, becoming the subject of a newspaper column and then a 1942 song called "Rosie the Riveter." After all, rivets were Walter's specialty. "That little frail can do more than a male can do," went the song written



by Redd Evans and John Jacob Loeb, which "captured a historical moment that helped sow the seeds of the women's movement," per the *New York Times*. But Walter, who died at her Manhattan home on Wednesday at age 95, was more than the original inspiration behind the archetype of hard-working, wartime women.

The Brooklyn, NY, native was also a philanthropist and huge supporter of public television. She was one of PBS's main benefactors and "the most generous individual supporter of WNET in its history," according to an obituary. Walter, the daughter of the chairman of a drug company that's now part of Bristol Myers Squibb, had attended a college preparatory boarding school before giving up her chance at college to join the war effort; she saw public television as giving her some of the education she missed out on, per the *Times*. Along with her second husband—Henry Glendon Walter Jr., the CEO of International Flavors & Fragrances, whom she married in 1956—she would also donate to Long Island University, the American Museum of Natural History, and the Pierpont Morgan Library. (The model for Norman Rockwell's iconic 1943 Rosie the Riveter painting died in 2015.)

Katherine Johnson, the mathematician and NASA scientist who played a critical role in the Apollo 11 moon landing, died February 24th, in Newport News, Virginia. NASA administrator Jim Bridenstine confirmed her death, writing on Twitter, "Our NASA family is sad to learn the news that Katherine Johnson passed away this morning at 101 years old. She was an American hero and her pioneering legacy will never be forgotten." Johnson was instrumental in calculating one of the finest points of the Apollo 11 mission — the trajectories that would allow the spacecraft to land on the moon. That story, and other aspects of her 33-year career at NASA, were featured in the 2016 Oscar-nominated movie *Hidden Figures*, which starred Taraji P. Henson as Johnson. Johnson even showed up to the Academy Awards that year, at the age of 98, and received a standing ovation.



Born in West Virginia in 1918, Johnson's remarkable career played out at a time when there were not only few opportunities for women in the sciences, but during the heyday of Jim Crow. Still, she graduated West Virginia State with a double major in mathematics and French in 1937, then became one of the first three graduate students to integrate West Virginia University in 1940. When NASA hired her in 1952, the institution was still largely segregated, but she soon made herself indispensable in the Flight Research Division, where she remained for the rest of her career.

"The guys all had graduate degrees in mathematics; they had forgotten all the geometry they ever knew," Johnson told the *Fayetteville Observer* in a 2010 interview. "I still remembered mine."

Johnson published an array of technical papers over the course of her career and became one of the first women at NASA to co-author an agency report. After retiring from NASA, she traveled the country as an advocate for math education. *{Rolling Stone, Joe Blistein, 2.24.2020}*

But perhaps Johnson's greatest legacy remains well within the bounds of Earth's atmosphere. Even in retirement, she advocated tirelessly for education in science, technology, engineering and mathematics, paving a path for students free to explore their passions without several of the barriers she faced in her own youth. "Looking back on Katherine Johnson's life, one has to wonder how much more she might have been able to achieve if the path to becoming an

aerospace engineer had really been open to her ... instead of being in a support role,” Weitekamp says. “This is a moment of transition,” says William Pretzer, senior curator of history at the Smithsonian’s National Museum of African American History and Culture, where a portrait of Johnson, captured by Annie Leibovitz in 2016, remains on display. With so many eager to break into the world of science, he says, we have the opportunity to learn from the past, and champion a new generation of innovators and leaders. “The torch has been passed. And we have to grab it.”
{Smithsonian.com, 2.24.2020 by Katherine J. Wum a Boston-based science journalist, who holds a Ph.D. in Microbiology and Immunobiology from Harvard University. Previously, she served as a Digital Editor at NOVA Next and was Smithsonian magazine's 2018 AAAS Mass Media Fellow.}{Recent portrait above by Annie Liebovitz}

In 1964, Mary Higgins Clark lost her husband to a heart attack. She had five children and, because her husband’s illness had been chronic, was unable to collect life insurance. Higgins Clark began working at an advertising agency to support the family, but in the early mornings, while her children were still asleep, she carved out time for her true passion: writing. Her first book, a historical novel about George Washington, was a flop. But in 1975, Higgins Clark struck gold with *Where Are the Children?*, a thriller that follows a young mother who rebuilds her life after her two children are found dead; she gets remarried and starts another family, only to have her second set of children disappear. Higgins Clark would go on to write dozens of best-selling novels. Today, more than 100 million copies of her books are in print in the United States alone. On January 31, Higgins Clark’s long-time publisher, Simon & Schuster, announced that the author—known as the “Queen of Suspense” to her legions of devoted fans—had died of “natural causes” at the age of 92. “[E]ach of her 56 books has been a bestseller,” says the statement. “But these storied publishing accomplishments tell only a small part of the larger story that is Mary Higgins Clark. She was, simply, a remarkable woman who overcame an early life of hardship and challenges, never doubting her ability as a natural-born storyteller (and she was one for the ages).” 2.3.2020 Smithsonian.com, Brigid Katz



Virginia Capitol Erupts in Cheers as ERA Wins Approval ~ State is the 38th to ratify, but there are complications

By [Bob Cronin](#), Newser Staff Posted Jan 15, 2020 7:30 PM CST



House Speaker Eileen Filler-Corn smiles as she looks up at the House gallery filled with Equal Rights Amendment supporters before the chamber voted on the ERA resolution Wednesday. (Bob Brown/Richmond Times-Dispatch via AP)

Vivian Watts has a photo taken 44 years ago of her demonstrating with her daughter for passage of the Equal Rights Amendment. She's wearing a sash in the photo, and on Wednesday, the Virginia legislator wore that sash to work. "Forty-four years is a long time to wait," Watts said when the wait ended. The ERA passed both houses of the Virginia General Assembly on Wednesday, the [Washington Post](#) reports. "For the women of Virginia and the women of America, the resolution has finally passed," Eileen Filler-Corn, the first female House speaker in the legislature's 401 years, announced. The cheers that followed were heard across the state Capitol, where the Senate was debating its ERA resolution. The chambers next each send their resolutions to the other for passage, a formality.

Bigger obstacles are ahead, and it's not certain that the ERA will become part of the Constitution. Congress first sent the ERA to the states in 1972, and the deadline for passage has past. Five states of the 37 that previously passed it have rescinded their approval, per the [AP](#). But none of that dampened the celebration Wednesday; "there's no time limit on equal rights," one lawmaker said. Among the spectators in the packed Senate gallery, wearing the purple of ERA supporters, was Lynda Bird Johnson Robb, daughter of President Lyndon Johnson and former first lady of Virginia. Her sash had ERA pins she'd collected through the decades. "I wore this when I marched — I think it was 1980 or '79 — down Pennsylvania Avenue," Robb said. Eleanor Smeal, former president of the National Organization for Women, called it tragic that a generation did not have the ERA's protections. One advocate said the victory is "for all the women who didn't live to see this day, and all the women who barely lived to see this day." (Virginia could be the state that lifts the ERA to the [three-fourths threshold](#).)

On 2.21.1933, legendary singer and Civil Rights activist Nina Simone—then named Eunice Waymon—was born. Often called "The High Priestess of Soul," Simone sang a mix of jazz, R&B, blues, soul and gospel and was known for her musical storytelling and socially conscious songs.

AAUW Re-Launches Branch 5-Star Recognition Program:

The new program is outlined below, with highlighted actions our branch has **already addressed** and **planned actions**. Your board will keep you apprised of continued reaching of goals.



Programs

- Host 3-5 strategic plan- related programs (e.g., Forum on economic security, Work Smart Online Training Day, Operation Equity: Reading for Results participation, panel on women and leadership) in FY20. **SUCCESS! Conference, January program on Exploring Diverse Cultures of Women, Science Fair Judging, AEW Presentations & Testimonial**
- **Representative(s) from the branch complete the community resource mapping exercise.**



Advancement

- **\$30 per capita (member) gift raised for greatest needs. Shift focus in branch giving from fellowships and grants/LAF to greatest needs or strategic plan focus areas by 50%.**
- **Retain 90% or more of your branch membership and submit annual dues by September 30.**



Communications & External Relations

- **All existing websites and social media presences include an Economic Security Focus and Work Smart Online.**
- **Note: Monthly posts are required for social media; Work Smart Online must be included on the website home page.**



Public Policy & Research

(Note: States that do not have annual legislative calendars are only required to complete two activities.)

- **Conduct an annual meeting with U.S. representative(s) and/or state legislators around a strategic plan area of focus.**
- **Ensure a branch public policy chair is appointed who collaborates with the state public policy chair.**
- **Host at least one public event where Action Network sign-ups are collected. SUCCESS! conference**



Governance & Sustainability

- **Align planning with state and AAUW national strategic plans.**
- **Branch board institutes a succession plan to ensure new ideas and perspectives are included in the future leadership.**

Moving Forward in 2020

3.5.2019→2.11.2020: Asian American Women's Equal Pay Day

(Asian Women v. White Men - \$0.90)

4.2.2019→3.31.2020: All Women's Equal Pay Day

(Women overall v. Men overall - \$0.82)

4.19.2019→4.9.2020: White women's equal pay day

(White Women v. White, non-Hispanic Men - \$0.80)

6.10.2019→6.4.2020: Mom's Equal Pay Day (Moms vs Dads - \$0.70)

8.22.2019→8.13.2020: Black Women's Equal Pay Day

(Black Women v. White Men - \$0.62)

9.23.2019↓10.1.2020: Native Women's Equal Pay Day

(Native Women v. White Men - \$0.57)

11.20.2019→10.29.2020: Latinas' Equal Pay Day

(Latinas v. White, non-Hispanic Men - \$0.55)

The trend has been upward and improving from 2019, except for Native American Women.

April 17 - 19, 2020: VA AAUW State Conference in Alexandria! *The Northern District branches are coordinating the event. Our branch is planning the silent auction for the baskets!*

May 31, 2020: Spring Brunch & Annual Meeting, 12:30 pm @ Susan's home in Manassas. Our Science & Engineering Fair winners have been invited to share their projects.

VA AAUW SUMMER LEADERSHIP MEETING 2020 will be held at Sweet Briar College 134 Chapel Road, Sweet Briar, VA 24595 on July 25th.

American Association of University Women's Mission:

*To advance gender equity for women & girls through
research, education, and advocacy.*

In principle and in practice, AAUW values and seeks an inclusive membership, workforce, leadership team, and board of directors. There shall be no barriers to full participation in this organization on the basis of age, disability, ethnicity, gender, gender identity, geographical location, national origin, race, religious beliefs, sexual orientation, and socioeconomic status.

Woodbridge homepage: <http://woodbridge-va.aauw.net/> AAUW homepage: <http://www.aauw.org>

Northern District Co-Representatives: **Sara Anderson** sfpaaauw6382@aol.com and

Kate MacLeod bobmacleod@verizon.net

AAUW of Virginia homepage <http://aauw-va.aauw.net>